

ANNUAL PERFORMANCE REPORT

FY 2004



SITKA NATIONAL HISTORICAL PARK

Approved: /s/ Gregory A. Dudgeon
Superintendent

March 31, 2005
Date

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INTRODUCTION

The Government Performance and Results Act of 1993 requires agencies to prepare strategic plans, annual performance plans and annual performance reports. Sitka National Historical Park prepared its first park mission, strategic plan and long-term goals in 1997. In April 2000, the park completed its second strategic plan covering fiscal years 2000 - 2005 in compliance with the Government Performance and Results Act. The mission and long-term goals reflected in the strategic plan tier to a third set of performance goals which are the park's annual performance goals. The fiscal year 2004 annual performance goal accomplishments in this report show the yearly progress made towards accomplishing established long-term goals. The long-term goals cover the period from October 1, 1999 through September 30, 2005.

Sitka National Historical Park's strategic plan, mission goals, long-term goals and annual performance goals directly reflect the National Park Service's strategic plan and goals. There is a link between National Park Service goals, individual park goals and the performance expectations for National Park Service employees. There is also a direct connection between the NPS and park strategic plans and budget requests and appropriations.

At least annually, the park and its staff will evaluate, measure and report progress toward attaining Servicewide, regional and park goals and adjust financial, human and physical resources applied toward meeting these goals based on the evaluations.

PARK PURPOSE AND MISSION STATEMENT

The mission and purpose of Sitka National Historical Park is to preserve and interpret the historically and culturally significant events, sites and objects relating to the 1804 Battle of Sitka – a major and highly significant armed resistance by the Tlingit people to Russian colonialism - the village of the Kiks.ádi clan, the totem poles present in the park in 1910 and the Russian Bishop's House and adjoining historic buildings; to conserve the natural resources and scenery of the park; to provide an understanding of Tlingit and Southeast Alaska Indian culture and history and of czarist Russia's exploration and colonization of Alaska; and to provide for the enjoyment of these resources in a way that leaves them unimpaired for the enjoyment of future generations.

PARK SIGNIFICANCE

- Place where Southeast Alaska Indian culture, history and heritage is celebrated.
- Site of the Russian Bishop's House, a restored National Historic Landmark and one of four remaining structures from the Russian American period in North America.
- Place where the history of the Russian American period, leading up to the 1867 transfer of Alaska to the United States, is told.

- Place where Southeast Alaska Indian and Russian American artifacts are protected and displayed.
- Home of the Southeast Alaska Indian Cultural Center, an Alaska Native, non-profit organization and park partner that exists to educate visitors and preserve Southeast Alaska Indian culture and art.

STRATEGIES FOR ACCOMPLISHING GOALS

Sitka National Historical Park will:

1. Strengthen its relationships with partners including the Southeast Alaska Indian Cultural Center, Alaska Natural History Association and the Sitka Tribe of Alaska.
2. Include different perspectives in interpretive programs.
3. Target key external audiences to inform them about the park and its resources and values.
4. Update interpretive strategies and plans.
5. Increase interaction with the public to ensure greater understanding of park resource conditions, needs and threats.
6. Expand pre-and post- visit information available electronically.
7. Upgrade the presentation and content of interpretive media.
8. Develop priorities for treatment of natural resources based on the most critical resource preservation and restoration needs.
9. Develop priorities for treatment of cultural resources based on their national significance and the degree of threats to them.
10. Use the Servicewide Strategic Plan as the primary driver in budget decisions.
11. Increase the diversity of park staff.
12. Evolve Environmental and Safety program performance to improve compliance.
13. Use visitor surveys annually to measure visitor understanding and satisfaction.
14. As appropriate, make data on cultural, natural and recreational resources accessible to the public.

KEY EXTERNAL FACTORS AFFECTING GOAL ACHIEVEMENT

1. Environmental Issues: Sitka National Historical Park is located in an area prone to earthquakes, tsunamis, torrential rain and frequent high winds. Indian River, which flows through the park, could flood resulting in resource damage. Wind storms can damage natural or cultural resources and park infrastructure.
2. Human Caused Effects: Sitka National Historical Park is part of a community of 8,500 people. As such, the park experiences illegal activities including but not limited to: vandalism, drug and alcohol abuse, illegal bicycle riding, assaults and illegal gathering of plant and animal materials. Development upstream of the park has the potential to affect water quality and associated resources. Adjacent development affects historic viewsheds and natural soundscapes. The park's coastline is potentially affected by significant vessel traffic including large cruise ships, a fuel or oil spill could severely damage the park's resources. Large increases in cruise ship visitors or cruise ship infrastructure could affect park resources

and values.

3. Partnership Relationships: Sitka National Historical Park depends on its 35+ year partnership with the Southeast Alaska Indian Cultural Center to help educate and inspire visitors. Positive relationships with the Sitka Tribe of Alaska, a recognized tribal government, Tlingit Indian clan leaders, the City and Borough of Sitka, Sheldon Jackson College, the State of Alaska and other organizations and local institutions are critical to effective park management.
4. Economic Factors: The cost of living in Sitka is high. Housing is in short supply and expensive. Sitka's isolated location outside the road system results in higher than normal costs for travel. These factors can affect recruitment and retention of highly-skilled employees.

PARK LONG TERM GOALS

Goal Category I: Preserve Park Resources

Mission Goal Ia: Natural and cultural resources and associated values of Sitka National Historical Park are protected, restored and maintained in good condition and managed within their broader ecosystem and cultural context.

Long Term Goals

Ia4. By September 30, 2005, Sitka National Historical Park has unimpaired water quality.

Ia4. FY04 annual goal: By September 30, 2004, Sitka National Historical Park has unimpaired water quality.

FY04 ACCOMPLISHMENTS: Goal met. Sitka National Historical Park's water quality remains unimpaired. The park worked collaboratively with the US Geological Survey, the Alaska Department of Fish and Game, the City and Borough of Sitka and Sheldon Jackson College to develop baseline data and establish long-term monitoring protocols to measure the health of the Indian River basin.

The Superintendent participated as a member of the collaborative Indian River Working Group (IRWG) during the reporting period. The IRWG is comprised of individuals and employees representing 18 local, state and federal entities with interest in or ownership of parts of the Indian River basin. The primary purpose of the IRWG was to draft the Indian River Watershed and Corridor Master Plan which when finalized, will help ensure that the health of the watershed is maintained. The final Master Plan is scheduled to be delivered in calendar year 2005.

Indian River flow data was collected during the year at one gauging station. The park continued conducting water quality sampling of two drainages originating outside the park. Both were suspected of contributing to pollution inputs to the Indian River within the park based on a fresh water algal bloom and the resulting changes of micro invertebrates. Micro invertebrate findings indicated high chironomid midge numbers in the river. Due to a recent report on contamination

around an old incinerator near the Indian River, cadmium, mercury and iron were added as parameters for analysis for a river tributary in the park.

The park's resource division continued to monitor water quality and soils in and around the former asphalt plant and a river control site in an effort to determine whether toxics are leaching from the site. The tests show the park is within the compliance parameters agreed upon with the Alaska Department of Environmental Conservation.

The park collected and observed benthic invertebrates to better understand and document baseline conditions of the Indian River ecosystem. The park collected and identified filamentous algae from the river to determine the species most prevalent during summer algae blooms. During the reporting period, staff worked with local students and volunteers from the community to study the role of macro invertebrates in incorporating marine-derived nutrients into the aquatic ecosystem. The park provided formal presentations on Indian River stream ecology to University of Alaska and Sheldon Jackson College students to help them understand how natural stream systems work and what is required to maintain them in an unimpaired condition.

Resources expended: ONPS \$56,000; All Other Sources \$10,000; FTE-NPS .7

Ia5. By September 30, 2005, 23 of 24 (96%) of the Sitka National Historical Park historic structures listed on the National Park Service List of Classified Structures are in good condition.

Ia5. FY04 annual goal: By September 30, 2004, 23 of 24 (96%) of the Sitka National Historical Park historic structures listed on the National Park Service List of Classified Structures are in good condition.

FY04 ACCOMPLISHMENTS: Goal met. 23 of 24 (96%) of Sitka National Historical Park's historic structures listed on the NPS List of Classified Structures are in good condition. During the reporting period, preservation and documentation work was completed on three totem poles. A painting project on the Russian Bishop's House (RBH), a National Historic Landmark, the "Old School" and the "Priest Quarters" removed and replaced rotten material on windows, sills, siding and shutters. Preventative maintenance was also performed on the RBH's mechanical and climate control systems.

Security codes were reprogrammed for the alarm systems in the park's historic buildings. Daily foot patrols of the park's trails were made to monitor totem poles and historic structures. The park's Emergency Operations Plan, which includes security and fire protection procedures for historic buildings, was revised and updated during the reporting period. An improved fire suppression system contract was announced for future installation in the RBH. Emergency response kits were assembled and strategically located to protect cultural property and artifacts.

Resources expended: ONPS \$128,000; All Other Sources \$73,000; FTE-NPS 2.2; FTE-Non NPS .2

Ia6. By September 30, 2005, 338 (87%) of 388 applicable preservation and protection standards for Sitka National Historical Park's museum collections are met.

Ia6. FY04 annual goal: By September 30, 2004, 340 (88%) of 388 applicable preservation and protection standards for Sitka National Historical Park's museum collection are met.

FY04 ACCOMPLISHMENTS: Goal exceeded. 353 (88%) of 401 applicable preservation and protection standards for Sitka National Historical Park's museum collections were met. A project to evaluate and preserve the park's historic wallpaper was completed, published and distributed to cultural resource specialists and other interested parties in the fall of 2004. A collections "Housekeeping Plan" for each park facility that houses museum collections was initiated and is in the process of being finalized by Harper's Ferry Center. The final report draft arrived in November, 2004.

The park had previously identified the need for a professional Museum Specialist and filled the position in the winter of 2003. The incumbent recently completed re-housing over 2,000 historic Russian books and pamphlets to professional museum quality standards.

Resources expended: ONPS \$81,000; All Other Sources \$37,000; FTE-NPS 1.3; FTE-Non NPS .1

Ia08. By September 30, 2005, one of one (100%) of Sitka National Historical Park's archeological sites to be listed on the Archeological Sites Management Information System (ASMIS) with a condition assessment is in good condition.

Ia08. FY04 annual goal: By September 30, 2004, the condition of Sitka National Historical Park's archeological site(s) is not known.

FY04 ACCOMPLISHMENTS: Goal met. The conditions of Sitka National Historical Park's archeological sites remain unknown at this time. A detailed funding proposal to initiate and complete a multi-year, comprehensive archeological survey of the park was approved by the Alaska Region's cultural resource advisory committee. The archeological survey contract is to be awarded in FY05.

Primary purpose of the comprehensive survey is to locate the site of the Tlingit fortification constructed near the mouth of the Indian River circa 1804. Locating, studying, preserving and interpreting the fort site are the long-term goals of the project. Survey logistics planning is currently underway.

Prescriptive protection patrols and efforts to mitigate visitor impacts at potential fort locations were a major emphasis for staff during the reporting period. Interpretation emphasized the bicentennial anniversary and historic and cultural perspectives of the outcomes of the Battle of 1804 between the Kiks.ádi clan of Tlingit Indians and czarist Russians intent on colonizing the region.

Resources expended: ONPS \$45,000; All Other Sources \$9,000; FTE-NPS .6

Mission Goal Ib: Sitka National Historical Park contributes to knowledge about natural and cultural resources and associated values; management decisions about resources and visitors are based on adequate scholarly and scientific information.

Long Term Goals

Ib2A. By September 30, 2005, the number of Sitka National Historical Park archeological sites listed in the Archeological Sites Management Information System (ASMIS) is increased from zero in FY1999 to 1 (100% increase).

Ib2A. FY04 annual goal: By September 30, 2004, the number of archaeological sites at Sitka National Historical Park listed in ASMIS remains at zero.

FY04 ACCOMPLISHMENTS: Goal met. This goal will be updated and modified for FY05 to identify the funding of a comprehensive archeological survey scheduled to begin next year.

Resources expended: ONPS \$34,000; All Other Sources \$1,000; FTE-NPS .4

Ib2B. By September 30, 2005, the number of Sitka National Historical Park cultural landscapes inventoried, evaluated and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is increased from zero in FY1999 to 2 (200% increase).

Ib2B. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park cultural landscapes inventoried, evaluated and entered on the National Park Service Cultural Landscapes Inventory (CLI) at Level II is one (1).

FY04 ACCOMPLISHMENTS: Goal was not met. With assistance from the Alaska Regional Office Cultural Landscape Historian and a WASO historian, additional site visits were completed during the reporting period and a second draft Cultural Landscape Inventory was written and submitted for review. The second draft will be finalized and readied for publication in FY05.

Resources expended: ONPS \$4,000; All Other Sources \$3,000; FTE-NPS .3

Ib2C. By September 30, 2005, all 24 (100%) of the Sitka National Historical Park historic structures on the List of Classified Structures (LCS) have updated information in their records.

Ib2C. FY04 annual goal: By September 30, 2004, 23 of 24 (96%) of Sitka National Historical Park's historic structures on the List of Classified Structures (LCS) have updated information in their LCS records.

FY04 ACCOMPLISHMENTS: Goal met. 23 of 24 (96%) of Sitka National Historical Park's historic structures listed on the NPS List of Classified Structures have been certified by the Alaska Region' LCS coordinator having "current, complete and accurate" data in the LCS record(s).

Resources expended: ONPS \$11,000; All Other Sources \$15,000; FTE-NPS .3

Ib2D. By September 30, 2005, the number of Sitka National Historical Park museum objects catalogued into the NPS Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 124,446 in FY99 to 137,000 (10% increase).

Ib2D. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park museum objects catalogued into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog is increased from 124,446 in FY99 to 137,839 (11% increase).

FY04 ACCOMPLISHMENTS: Goal exceeded. The number of Sitka National Historical Park museum objects catalogued into the National Park Service Automated National Catalog System (ANCS+) and submitted to the National Catalog has been increased from 124,446 in FY99 to 137,840 in FY04. In addition, three accessions were processed and four objects were de-accessioned.

The park has recruited and hired a Museum Specialist in order to help keep records accurate, current and to professional Service standards.

Resources expended: ONPS \$45,000; All Other Sources \$8,000; FTE-NPS .6

Ib2E. By September 30, 2005, the number of Sitka National Historical Park ethnographic resources inventoried, evaluated at Level I and entered on the National Park Service Ethnographic Resource Inventory (ERI) is increased from zero in FY99 to 10 (1,000% increase).

Ib2E. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park ethnographic resources inventoried, evaluated at Level I, and entered on the National Park Service Ethnographic Resource Inventory (ERI) is increased from five in FY03 to ten in FY04 (50% increase).

FY04 ACCOMPLISHMENTS: Goal met. Major villages and forts in the Sitka area were documented for inclusion in the Ethnographic Resources Inventory from Thomas Thornton's Traditional Tlingit Use of Sitka National Historical Park (1998), Table 4, p. 33.

The following information was entered into the ERI in FY03:

- Chaagu.áani or Kadut'ex.áan - : "Village where they carved the rock", location Kalinin Bay.

- Chal'geeyit.áan - "Halibut Village", location Middle Island
- Daxeit - "Falling Stunned", location Nakwasina
- Xusa.áan (Deishu.áan) - "End of the trail village", location Point Brown, East Kruzof Island
- Dool Aaní - "Land of plenty", location Ogden Passage

The following information was entered into the ERI during FY04:

- Ghaajahéen - creek, location Starrigavin Bay
- Gheey Tlein [Aan?] - "Big Bay [Village?]", location Whale Bay
- Kasdaxeixhda.áan - "On Halleck Island Village", location Halleck Island (Beehive Island)
- Khoowisk' [Aan?] - ? [Village?], location Fish Bay
- Kuget' (?) - ? , location Silver Bay

Resources expended: ONPS \$34,000; All Other Sources \$27,000; FTE-NPS .7

Ib2F. By September 30, 2005, Sitka National Historical Park's Historic Resource Study (HSR) and Administrative History are completed to professional standards, current (approved since 1985) and entered into the CRBIB.

Ib2F. FY04 annual goal: By September 30, 2004, Sitka National Historical Park's Historic Resource Study (HSR) and Administrative History are completed to professional standards, current (approved since 1985) and entered into the CRBIB.

FY04 ACCOMPLISHMENTS: Goal met. Sitka National Historical Park's Historic Resource Study (HSR) and Administrative History are completed to professional standards, current (approved in 1985) and entered into the CRBIB. Research to support other additional historic resource studies is currently underway. During the reporting period, the park's recently appointed Historian continued to professionalize the park's educational and interpretive publications. Park staff also provided significant technical assistance and expertise concerning historic preservation to local stakeholders and other conservation and preservation organizations.

The park completed a cooperative agreement with the Harper Ferry Conservation Center for a special historic resource study on the history of the park's preservation of its totem poles. Additionally, three of the park's original totem poles were closely examined and documented for preservation methods to provide data for enhancing the totem exhibit.

The first of a three year special historic study documenting the use of the park in its earliest years was started. The final of a two year ethnobotany study of the park's resources with the Sitka Tribe of Alaska was completed this year.

Resources expended: ONPS \$85,000; All Other Sources \$42,000; FTE-NPS 1.4; FTE-Non NPS .1

Ib3. By September 30, 2005, Sitka National Historical Park has identified its vital signs for natural resource monitoring.

Ib3. By September 30, 2004, Sitka National Historical Park has not identified its vital signs for natural resource monitoring. (Note: Park is working with the SEAN I&M Network to identify and monitor its vital signs when the network receives full funding.)

FY04 ACCOMPLISHMENTS: Goal met. During the reporting period, Sitka National Historical Park wrote and implemented Phase I of its vital sign inventory and monitoring plan and budget, working both internally and with SEAN parks and AKRO staff on identifying and documenting known park "vital signs".

A survey of all exotic plants, particularly the distribution of the European mountain-ash (*Sorbus aucuparia*) was completed during the reporting period. In addition, staff identified locations and removed all known Japanese knotweed plants - an exotic species not indigenous to the park - growing within the boundaries.

A preliminary inventory of the abundance counts of shrimp inhabiting eelgrass beds as part of an eelgrass (*Zostera* sp.) study was initiated to determine baseline conditions in and around the park in anticipation of the possible construction of a deepwater cruise ship dock adjacent to the park. Staff also completed the fourth year of a breeding bird survey (BBS) by June, FY04.

Park staff documented and monitored potential impacts to the Indian River including Sheldon Jackson College's dam maintenance, downstream sediment blocking, hindering the passage of migratory fish and the storage of a large amount of fill placed along the river bank. Staff also participated in a partnership with the US Geological Survey, Alaska Department of Fish and Game, the City and Borough of Sitka and others to monitor an index flow gage on the Indian River.

During the reporting period, staff continued the collection of water quality data from the Indian River and its tributaries as part of the long-term vital signs monitoring program of the park's freshwater ecosystem.

The staff continued aquatic macro invertebrate collections in the Indian River to determine species present and began establishing an index so it can be used as an indicator of water quality and ecosystem health.

The first year of a non-vascular plant survey in the park was completed in FY04, providing a baseline for developing future monitoring protocols.

Resources expended: ONPS \$60,000; All Other Sources \$8,000; FTE-NPS .7

Goal Category II: Provide for the Public Enjoyment and Visitor Experience of Parks

Mission Goal IIa: Visitors to Sitka National Historical Park safely enjoy and are satisfied with the availability, accessibility, diversity and quality of park facilities, services and appropriate recreational opportunities.

Long Term Goals

IIa1. By September 30, 2005, 95% of visitors to Sitka National Historical Park are satisfied with appropriate park facilities, services and recreational opportunities.

IIa1. FY04 annual goal: By September 30, 2004, 94% of visitors to Sitka National Historical Park are satisfied with appropriate park facilities, services and recreational opportunities.

FY04 ACCOMPLISHMENTS: Goal exceeded. Sitka National Historical Park received an official survey score of "100%" for "visitor satisfaction" in FY04. This was significantly higher than the park's established goal of 94% for the year.

This winter the visitor center was open six days a week and the Russian Bishop's House was available by appointment. Opportunities to purchase ANHA sales items continued through the winter, with park staff helping with sales and reporting. Additional winter activities included an evening lecture series that was co-sponsored with the US Forest Service. The Visitor Center and Russian Bishop's House were again open seven days a week during the summer season.

Due to seasonal staff reductions this summer, the park was unable to offer an evening program series as was done in FY03. Also, the frequency and variety of conducted walks offered at the Kiks.ádi Fort Site unit was somewhat reduced. (See statistics below.)

FY04 was the bicentennial anniversary of the battle of 1804 between the Kiks.ádi clan of Tlingit Indians and czarist Russians intent on colonizing the region. Visitors this year had the opportunity to participate in several special events related to the bicentennial commemoration. These included the temporary transfer of the Raven Helmet worn by Kiks.ádi War Chief Katlian from a State museum to the visitor center and the dedication of a carved commemorative Tlingit screen. A new plaque and an authentic cross were placed at the Russian Memorial. Other special opportunities included the annual Alaska Day historic buildings tour including a reception co-hosted with the Sitka Historical Society; a special exhibit of historic photos by E.W. Merrill and a celebration of the 20th anniversary of the Russian Bishop's House garden.

In April, 2004, Secretary of the Interior Gail Norton and her Special Assistant for Alaska Cam Toohey visited the park along with the Alaska Regional Director of the National Park Service

Marcia Blaszak. A number of local residents, clan leaders and local, state and federal officials were invited to join the Secretary during the day for a subsistence-foods lunch served at the Alaska Native Brotherhood Hall and while touring park trails, the Southeast Alaska Indian Cultural Center, local historic sites and the Russian Bishop's House.

The Secretary was formally welcomed at the park Visitor Center by House Leaders of the Kiks.ádi Clan and presented with a bentwood box painted with a Kiks.ádi frog motif created by Southeast Alaska Indian Cultural Center demonstration artist Tommy Joseph.

The park issued five commercial filming permits during the reporting period, as well as eight special use permits, generally for competitive (school-age) foot races held in part at the park.

Park trails were groomed and maintained for visitor use and an abandoned boat pier that floated onto the park beach was removed. An open ditch near a park trailhead was filled and the park's fire ring, site of many incidents of vandalism, underage drinking and public intoxication was removed.

Resources expended: ONPS \$385,000; All Other Sources \$125,000; FTE-NPS 5.5; FTE-Non NPS .2

Ila2. By September 30, 2005, the number of visitor accidents/incidents at Sitka National Historical Park is reduced from the FY1992-FY1996 five-year average of 2.8 to 1 (64% reduction).

Ila2. FY04 annual goal: By September 30, 2004, the number of visitor accidents/incidents at Sitka National Historical Park is reduced from the FY1992-FY1996 five year average of 2.8 to 1 (64% reduction).

FY04 ACCOMPLISHMENTS: Goal not achieved. The park had four reportable visitor accidents during the rating period, all of which involved trips and falls. In three of the incidents, elderly visitors described "inattentiveness" as the cause of their accident.

During the rating period, the park established a prescriptive NPSafe Safety Plan and conducted monthly safety meetings. The park's annual and weekly safety training incorporated many sessions on visitor safety issues including the park's emergency operations plan, hazardous materials, bear hazards, communications, fire detectors, alarms, extinguishers, first aid, CPR and the use of the Automated External Defibrillators, located in both park visitor facilities. Staff also presented training and worked closely with commercial use and incidental business permit holders on safety issues, including bus drivers and tour guides.

Staff conducted daily and nightly patrols and corrected visitor safety hazards in a timely manner. Areas patrolled included park trails, parking lots and park buildings. Park staff identified and corrected over two dozen unsafe conditions or issues. Non-skid surfaces were repaired or installed, tripping hazards removed, low overhangs and abrupt drop-offs mitigated and better

signage installed. The park's SPCC plan was implemented and improvements to contain possible spills were completed.

All interpretive programs included safety awareness messages - especially in watching footing and holding handrails. Interpretive rangers conducted approximately 60 roving patrols and contacted approximately 635 visitors to help instill safety messages. Roving patrols were down significantly from 2003 due to reduced staff.

Resources expended: ONPS \$129,000; All Other Sources \$47,000; FTE-NPS 1.4; FTE-Non NPS .2

Mission Goal Iib: Park visitors and the general public understand and appreciate the preservation of Sitka National Historical Park and its resources for this and future generations.

Long Term Goal

Iib1. By September 30, 2005, 86% of Sitka National Historical Park visitors understand the significance of Sitka National Historical Park.

Iib1. FY04 annual goal: By September 30, 2004, 84% of Sitka National Historical Park visitors understand the significance of the park.

FY04 ACCOMPLISHMENTS: Goal exceeded. Sitka National Historical Park received an official survey score of "97%" from survey questions designed to measure visitor understanding of park significance and themes in FY04. This was significantly higher than the FY04 goal of 84%.

In addition to regular orientation and training on park themes, NPS history and mission, natural and cultural resources and improving interpretive techniques, staff focused on a deeper understanding of cultural issues in order to better communicate the significance of Southeast Alaska Native cultures with visitors.

11,237 people visited the Russian Bishop's House in FY04, a decrease of 444 from FY03. Of those, 9,785 participated in one of 1,590 ranger-led tours of the upstairs living quarters and chapel, an increase of 694. Visitation at the visitor center was up 7,707 to 102,341. A total of 2,564 people participated in 228 guided walks and programs. This represents a 22% decline in participation and a 27% decline in programs, the latter due to reduced staffing.

Through August, interpretive staff contacted 2,142 people through informal interpretation, a significant decline from 8,866 contacts in FY03. The park film was shown approximately 2,669 times to 34,186 visitors.

Contact numbers listed above represent formal, established interpretive outreach programs. Contacts with the public are greatly enhanced by routine undocumented interactions with visitors by resource management, maintenance and protection teams for educational purposes. Staff also

responded to numerous requests for written information about the park's resources, programs and history.

The park experienced a 41% increase in student attendance of curriculum-based education programs, ages pre-school through adult. Actual programs increased by 11. Increases can be attributed to new Education Specialist and Historian positions that focus on these programs. Programs presented, both on and off-site, included RBH tours, historic garden planting and harvesting, intertidal discovery, local history, historical research, Southeast Alaska Native art and culture, archaeology, Pacific salmon, temperate rainforests, public land management, cultural resource management, historic preservation and historic architecture. Audiences reached included students from Sitka School District, Sheldon Jackson College (SJC) and other parts of Alaska including Kotzebue and Juneau.

Two interns from SJC were involved in updating archival collection records and museum collection inventories. Students from as far away as Oregon, Hawaii, Georgia, France and Russia also participated in park education programs. Nineteen teachers and students from all over the country were sent age-appropriate educational park outreach resources upon request.

The park's first functional Junior Ranger booklet in several years was developed for use this season. This full-color twelve-page booklet helps children aged four and older learn about the park and its resources in a fun and educational way. Over 150 children and their families visiting the park this summer participated in this new program.

In addition to working in other areas of the park's educational program, the park historian coordinated National History Day events this year with educators and judges. This involved organizing a National History Day competition and guiding students through the research and submission process. The historian also partnered with Sheldon Jackson College to present programs at their Village Management Institutes targeting participants from communities throughout rural Alaska. She also began researching the technical history of totem pole preservation and the Sheldon Jackson cottages in projects to expand our ability to communicate these stories to the public.

A draft brochure about the Russian Bishop's House is in its final design stages. Other media developed to increase public understanding and appreciation of park resources included articles for the park web site, Alaska region intranet site and press releases.

Park staff participated in the local high school Transitions Fair, educating students and the community about the park's mission, programs and related career opportunities. They also featured local student photographers in their portrayal of native artist subjects at the visitor center. The park increased awareness of the park and its programs with more participation in local parades.

Culturally-oriented arts programs and demonstrations were offered on a regular basis throughout the reporting period by the Southeast Alaska Indian Cultural Center (SEAICC). Sitka National Historical Park and the SEAICC celebrated the 35th anniversary of our formal partnership in FY04. The anniversary was commemorated in a number of special events throughout the year.

Resources expended: ONPS \$336,000; All Other Sources \$79,000; FTE-NPS 4.5; FTE-Non NPS .2

Goal Category IV: Ensure Organizational Effectiveness

Mission Goal IVa: Sitka National Historical Park uses current management practices, systems and technologies to accomplish its mission.

Long Term Goals

IVa3. By September 30, 2005, 100% of Sitka National Historical Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

IVa3. FY04 annual goal: By September 30, 2004, 22 of 26 (85%) of Sitka National Historical Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

FY04 ACCOMPLISHMENTS: Goal exceeded. 34 of 34 (100%) of Sitka National Historical Park employee performance plans are linked to appropriate strategic and annual performance goals and position competencies.

IVa4A. By September 30, 2005, the number of Sitka National Historical Park permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 2 at the end of FY1999 to 3 (50% increase).

IVa4A. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park permanent positions in the 9 targeted occupational series filled by employees from underrepresented groups is increased from 2 at the end of FY1999 to 3 (50% increase).

FY04 ACCOMPLISHMENTS: Goal met. Sitka National Historical Park filled only one position within the targeted occupational series this year. The position was filled with a candidate from an identified underrepresented group. The park had a total of 7 positions that fell within the targeted occupational series; three were filled with members from underrepresented groups.

IVa4B. By September 30, 2005, the total number of Sitka National Historical Park temporary/seasonal positions filled by women and minorities is maintained at the FY1999 level of 10.

IVa4B. FY04 annual goal: By September 30, 2004, the total number of Sitka National Historical Park temporary/seasonal positions filled by women and minorities is maintained at the FY1999 level of 10.

FY04 ACCOMPLISHMENTS: Goal exceeded. The number of temporary/seasonal positions filled by women and minorities during the rating period was 12 of 18 (66%). This was an increase of 4% over FY03. Direct outreach was made to Southern University, Mt. Edgecumbe High School, the Sitka Tribe of Alaska, State Dept. of Vocational Rehabilitation, the Southeast Alaska Indian Cultural Center, Alaska Native Brotherhood and Sisterhood and the Welfare to Work program. The park also hired a minority student through the NAFEO program recruited from Southern University.

IVa4C. By September 30, 2005, the number of Sitka National Historical Park permanent positions filled by employees with disabilities is increased from zero in FY99 to 1 (100% increase).

IVa4C. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park permanent positions filled by employees with disabilities is 1.

FY04 ACCOMPLISHMENTS: Goal not met. The park had no permanent position vacancies during the performance period and no new selections were made.

IVa4D. By September 30, 2005, the number of Sitka National Historical Park temporary/seasonal positions filled by employees with disabilities is increased from zero in FY99 to 1.

IVa4D. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park temporary/seasonal positions filled by employees with disabilities is increased from 0 in FY99 to 1 (100% increase).

FY04 ACCOMPLISHMENTS: Goal met. The park recruited and hired one disabled employee as a Visitor Use Assistant during the reporting period. During the rating period, the park conducted outreach to the State Dept. of Vocational Rehabilitation to recruit for summer jobs.

IVa6A. By September 30, 2005, the number of Sitka National Historical Park lost-time injuries is reduced to zero.

IVa6A. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park lost-time injuries is reduced to zero.

FY04 ACCOMPLISHMENTS: Goal met. The park had no lost time injuries during the reporting period. During FY04, the park established a prescriptive NPSafe Safety Plan and conducted monthly safety meetings. The park's annual and weekly safety training incorporated many sessions on safety issues including the park's emergency operations plan, hazardous materials, bear hazards, communications, fire detectors, alarms, fire extinguishers, first aid, CPR and the use of the Automated External Defibrillator.

Park staff identified, discussed and corrected over two dozen unsafe conditions or issues. Non-skid surfaces were repaired or installed, tripping hazards removed, low overhangs and abrupt drop-offs mitigated and better signage installed.

IVa6B. By September 30, 2005, the number of Sitka National Historical Park hours of Continuation of Pay will be reduced from the FY92 - 96 average of 21.2 to 16 hours (25% decrease).

IVa6B. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park hours of Continuation of Pay will be reduced from the FY92 - 96 average of 21.2 hours to 16 hours.

FY04 ACCOMPLISHMENTS: Goal exceeded. Sitka National Historical Park had no lost time injuries during the reporting period. No Continuation of Pay for employees was required.

Park staff renewed their commitment to make safety the highest priority for visitors and employees alike. All employees were asked to take ownership of our new safety vision: "To provide a safe and healthful environment where all who visit or work here go home injury-free and healthy at the end of every day."

IVa7. By September 30, 2005, 100% of Sitka National Historical Park line-item projects funded by September 30, 1998 and each successive fiscal year meet 90% of cost, schedule and construction parameters.

IVa7. FY04 annual goal: By September 30, 2004, 100% of Sitka National Historical Park line-item projects funded by September 30, 1998 and each successive fiscal year meet 90% of cost, schedule and construction parameters.

FY04 ACCOMPLISHMENTS: Goal met. A totem carving shelter was completed during the reporting period. A cost overrun of \$1,400.00 was encountered due to higher than expected freight charges. The difference between projected and actual costs was made up from other park project funding.

The carving shelter will be used by skilled artisans and their apprentices for the purpose of carving large wooden items of cultural significance including totem poles, canoes and traditional house fronts. There are three new totem carving projects currently in the planning stages in Sitka for the coming year eligible for use of the shelter. The history and interpretation of Southeast Alaska Native art and culture is a primary theme of Sitka National Historical Park.

Mission Goal IVb: Sitka National Historical Park increases its managerial resources through initiatives and support from other agencies, organizations, and individuals.

Long Term Goals

IVb1. By September 30, 2005, the number of Sitka National Historical Park volunteer hours is increased from 1,077 in FY1997 to 1,400 (30% increase).

IVb1. FY04 annual goal: By September 30, 2004, the number of Sitka National Historical Park volunteer hours is increased from 1,077 in FY1997 to 1,333 (24% increase).

FY04 ACCOMPLISHMENTS: Goal exceeded. During the reporting period, Sitka National Historical Park benefited from the work of 31 volunteers who donated 1,783 hours of service (a 66% increase from 1997) In contrast, the park had 12 volunteers who donated 1,540 hours of service in FY03.

Volunteers worked at the Russian Bishop's House and Visitor Center information desks, the Russian Bishop House Garden, (period costumed and otherwise), assisted with school programs, presented interpretive walks, performed curatorial duties and removed garbage and litter from the park.

IVb2A. By September 30, 2005, cash donations to Sitka National Historical Park are increased from \$3,638 in 1998 to \$3,820 (5% increase).

IVb2A. FY04 annual goal: By September 30, 2004, cash donations to Sitka National Historical Park reach \$2,588 in FY03.

FY04 ACCOMPLISHMENTS: Goal met. Sitka National Historical Park began collecting an entrance fee at the Visitor Center in FY03 which significantly impacted money received in donations at that facility. The park believed donations could remain below earlier estimates for the foreseeable future and had reduced our goal accordingly (since visitors are now paying to visit the site). In spite of lower expectations, donation income in FY04 increased slightly over last year. This year we received \$2,596.26 in donation income, compared with \$2,587.88 by mid-September of FY03.

IVb2C. By September 30, 2005, the cash value of in-kind donations, grants, and services provided Sitka National Historical Park by the Alaska Natural History Association and other organizations is increased from approximately \$1,000 in FY1997 to \$2,000 (100% increase).

IVb2C. FY04 annual goal: By September 30, 2004, the cash value of in-kind donations, grants and services provided Sitka National Historical Park by the Alaska Natural History Association and other organizations increases from approximately \$1,000 in FY1997 to \$2,000 (100% increase).

FY04 ACCOMPLISHMENTS: Goal exceeded. The fiscal year for ANHA no longer coincides with the NPS fiscal year. However, for calendar year 2004 (Jan-December), ANHA will have contributed \$3,000 to the park.

To date, funds have been used to procure prints of the Battle of 1804 painting for the bicentennial anniversary commemoration events, to fund seasonal training and to provide supplies for the education, interpretation and outreach programs. The remodeled Alaska Natural History bookstore was open full time June through September.

IVbX. By September 30, 2005, the number of projects completed by park partners to protect resources or serve visitors is increased.

IVbX. FY04 annual goal: None

FY04 ACCOMPLISHMENTS: Goal initiated and met. A number of new or ongoing partnership projects were cultivated by Sitka National Historical Park during the reporting period. The Memorandum of Agreement with the Sitka Tribe of Alaska was renewed during Secretary Gale Norton's visit to Sitka in April. The agreement enhanced the flow of information and technical expertise between the two organizations. The Secretary noted that this type of cooperation is what is intended by the Department's focus on communication and collaboration with stakeholders.

We initiated the renewal process for the Cooperative Agreement with the Southeast Alaska Indian Cultural Center, marking 35 years of partnering in celebration of Southeast Alaska Native art and heritage. This formal partnership is one of the oldest in the National Park system and helped set a precedent in formal cooperative agreements with local constituencies. This year the park began sharing half of the income from user fees with the Cultural Center for the purpose of expanding their education and outreach programs.

The park fostered a number of formal long-term loan agreements with Tlingit clans throughout Southeast Alaska regarding culturally significant artifacts and property. A mutually beneficial arrangement, the agreements allow clans to leave their important cultural artifacts in the care of the park's professional curatorial staff. In return, the park is able to exhibit and interpret significant heritage resources that otherwise would be inaccessible to the general public. Sitka National Historical Park has been at the forefront of developing these agreements that protect irreplaceable artifacts while allowing for continued traditional use by the clans.

Other cooperative efforts during the reporting period included:

- * Developing a website for the nonprofit conservation group "Alaska Trails, Inc."
- * Design plans for the recovery and stabilization of a historic World War II era boat house with the Sitka Maritime Heritage Association.
- * Wrote an America's Historic Places grant proposal for the Sitka Historic Society and the city's Historic Preservation Commission for the purpose of developing a publication on the city's National Historic Landmarks.
- * Funded a ethnobotany study undertaken by the Kayaani Commission to document traditional ecological knowledge and subsistence activities within the park.
- * Provided technical expertise to the City and Borough of Sitka for the conservation of their Alexander Baranof totem pole.

- * Funded a special historic resource study through the Southeast Alaska Indian Cultural Center to document non-traditional use of the park at the turn of the century.
- * Recruited two student interns from Sheldon Jackson College to update the park's archival collection records and museum collection inventories.
- * Assisted the Kayaani Commission in developing a natural and authentic planting scheme for aesthetic and interpretive purposes on the Visitor Center grounds.
- * Performed cooperative research and provided technical expertise to local museums, friends groups, and historic preservation organizations, including the Sitka Historical Society, Sheldon Jackson Museum, Isabel Miller Museum and the Coalition for Scenic Sitka.

ANNUAL PERFORMANCE REPORT

The staff of Sitka National Historical Park accomplished a number of creative endeavors in order to protect heritage resources, enhance park operations, improve service to visitors and develop broader and deeper constituencies in FY04. A list of the year's highlights includes:

Park Partnerships

SITK partnered with the Southeast Alaska Indian Cultural Center and staff from the Library of Congress to mark the bicentennial of the 1804 Battle of Sitka – a critical engagement between Russian colonists and Tlingit Natives in what is now the park – in a significant and culturally appropriate way. A direct descendant of Aleksandr Baranov, a central figure in the Battle and subsequent colonization of Alaska, was located and transported from Moscow. The result was a historic reconciliation and a number of memorable, well-attended events with park stakeholders from throughout Alaska, the continental United States and overseas.

SITK celebrated 35 years of an innovative partnership with the Southeast Alaska Indian Cultural Center (SEAICC) that enables the non-profit to use park facilities to accomplish our shared missions. The SEAICC provided accomplished artists who gave park visitors first-person, interactive demonstrations of Southeast Alaskan Native art and culture(s). Additionally, the SEAICC provided classes and mentorship programs that fostered learning of traditional arts within the culture. The SEAICC derives nearly all of its funding from the park. In FY04, SITK provided the SEAICC with \$162,000.00 in support of its programs.

SITK advanced formalized partnerships with seven local Tlingit clan houses for museum care of their own ceremonial objects. Ninety-five per cent of all objects exhibited in the park's visitor center are owned by local Tlingit clans. Approximately 300,000 visitors each year benefit from these partnerships. At the same time, local clans benefit - receiving museum care for their ceremonial objects and retaining jurisdiction over traditional property. Several of these partnerships have been in effect now for over thirty years.

SITK partnered with the Russian Orthodox Church of Alaska, the Alaska State Museum and the Sitka Historical Society Museum for loan of ceremonial and historic objects. These objects included original furnishings and icons of the Russian Bishop's House, a National Historic Landmark. Sixty percent of all objects exhibited in the Russian Bishop's House were made available through these partnerships which have been in place for over twenty years.

SITK renewed its formal Cooperative Agreement with the Sitka Tribe of Alaska with Secretary of the Interior Gail Norton attending. The Tribe also utilized a \$20,000.00 grant for consultation under the Native American Graves Protection and Repatriation Act provided by the park.

SITK recruited four museum volunteers to provide assistance in collection management, including translation and cataloging of Russian documents.

SITK participated for a second year in a program of intensive management workshops designed to develop leadership capacity in rural Alaska. Known as the Village Management Institute (VMI), the program brings leaders and future leaders to Sitka's Sheldon Jackson College campus to develop a wide range of skills in financial and program management. SITK participates in the VMI by providing courses in cultural resource management and in some cases, formal tours of park resources. The courses were well received and have become an important part of the VMI.

SITK initiated collaboration by proposing that the park, the local historical society, the local historic commission and the community come together to create high quality interpretive materials that tie Sitka's historic sites to important themes in Alaska and national history. The park contributed technical assistance in developing the project proposal (especially through compiling site information) and helping the historical society apply for funding through the America's Historic Places grant program (National Endowment for the Humanities). If funding is obtained, the project will involve the participation of the park, the Sitka Historical Society, the municipal Sitka Historic Preservation Commission (Sitka is a Certified Local Government in historic preservation planning) and nearly a dozen institutions, organizations and individuals (local, state, tribal, private) who manage historical sites. A committee of top professional historians with knowledge of Sitka and Alaska history has also offered to collaborate on the project, providing review of the historical scholarship and developed materials.

SITK is a participant in a soon-to-be-launched important new web-learning tool: the Early American Sites Network. This is a collaboration of all National Park Service units and other historic sites, such as National Historic Landmarks, that preserve and interpret sites dealing with colonial history. With web technology, the EASN will make the latest scholarship in colonial history, an important chapter in American history, widely available to researchers, educators and students.

SITK partnered with educational institutions on three internships. Two were related to curatorial activities, where students from a local college were able to work closely with the park curator and park historian to address park goals that would not otherwise have been accomplished at current staffing levels. The third internship supported a diversity recruitment initiative and allowed a minority student from Southern University to work with the park through a partnership with the National Organization for Equal Opportunity (NAFEO). This student participated in fee collection and visitor service functions. The internship program allows us to work with partners, accomplish park goals and encourage the development of future park stewards and potential employees.

SITK sustained an inter-agency partnership and secured funding to support continued operation of Indian River flow gauges between the City and Borough of Sitka, USGS, Alaska Department

of Fish and Game, Alaska Department of Natural Resources and the NPS-Water Resources Division.

SITK continued its ten-year partnership with Baranof Elementary school at the Russian Bishop's House garden. As Kindergartners, local students help plant and cultivate heritage vegetables and fruits. The following fall, the now first grade students return to the park garden, helping to harvest and share in the produce. The partnership benefits the children - who learn the full cycle of plant growth - and the park which is able to maintain a vibrant demonstration garden for visitors to the Russian Bishop's House.

SITK continued to authorize use of the park's trail system by the local high school's cross-country running team for practice and an annual invitational meet. This year the team publicly praised the park, the condition of the trails and the cooperation of park staff in a letter to the editor of the city's newspaper.

SITK partnered with the local Workforce Development Center this past fall and winter to provide job training to disadvantaged young adults. The park gained over 160 work hours at no cost to the park. The trainees provided valuable clerical assistance when the position would otherwise have been vacant due to lack of funding.

SITK partnered with the State of Alaska Job Service by conducting five workshops teaching federal application & resume skills to job seekers. The applicant base for locally advertised park jobs doubled, resulting in a more diverse applicant pool. The park also participated in an employer panel addressing questions posed by 25 soon-to-be-discharged military personnel. These well-qualified candidates were very interested in continuing their government service through the National Park Service in the fields of administration, law enforcement and facility management.

SITK partnered with local Pacific High School, the Sitka Tribe of Alaska and Master Carver Tommy Joseph in the "Youth *Kooteeya* Project", where Alaska high school students planned, designed and are constructing a totem pole of their own, using traditional tools they made themselves. The totem pole will tell the students' contemporary story of loss, abuse and recovery, demonstrated in traditional Tlingit formline figures including eagle, raven and otter. While the pole provides a means of expression, students are also learning history, culture, wood working techniques and planning skills that will be useful well beyond their school years. This is the first large-scale project to take place in the park's new carving shelter, a Recreational Fee demonstration facility.

Heritage Resource Protection

SITK approached intertidal monitoring of park's marine resources on three fronts. The park developed intertidal monitoring protocols in cooperation with the USGS for establishing baseline conditions and long-term monitoring. Using Coastal Cluster funds to support eelgrass bed and marine invertebrate monitoring, the park is establishing biological indicators of ecosystem health to help determine impacts over time. Working with Dr. Sandra Lindstrom of the University of British Columbia, the park continued marine algae studies linked to ecosystem changes and biogeographical distribution.

SITK implemented a continuous inventory of freshwater stream macro invertebrates to better understand ecological relationships within the Indian River and to establish long-term biological indicators for stream health. Over 40 species were identified and documented. A macro invertebrate database was compiled and 105 specimens have been catalogued for inclusion in the park's museum collections. A network has been established with other research agencies that study aquatic macro invertebrates in Southeast Alaska, including the Alaska Department of Fish and Game, the Environment and Natural Resources Institute, the University of Alaska, Anchorage and the University of Alaska, Fairbanks.

SITK received technical assistance from USGS to review previously identified water quality impacts and historical water quality data from the Indian River to develop a prioritized approach and study plan for future research and monitoring. The park also worked with the local community to integrate work that could result in the establishment of a Watershed Council for the Indian River basin. As the most downstream stakeholder on the Indian River, SITK seeks to resolve complex watershed planning issues in cooperation with upstream stakeholders that include the City and Borough of Sitka, Tlingit Natives, Sheldon Jackson College and other federal and state agencies that have jurisdiction over land use.

Visitor Services

SITK staff coordinated the National History Day program in Sitka again this year. Widely recognized as a remarkably effective way to help students develop their knowledge and understanding of history, the National History Day program sees students in grades 6-12 produce projects based on research related to an annual theme. The projects advance through local and state contests to finally compete in a high profile National contest each June. This was the second year that SITK hosted a local contest. Park staff supported the program by presenting in-class programs on historic research and writing, distributing contest materials and coordinating the judging of projects and a public viewing and presentation of awards. Along with other community members, park employees served as judges for the contest.

SITK added a new dimension to enhancing visitor understanding in the visitor center this year by developing and presenting special temporary exhibits. These included historical black and white photographs of the park and surrounding area at the beginning of the 20th century. The photographs were taken by Sitka's best known art photographer, E.W. Merrill. Merrill had been the first officially designated custodian of the park at the turn of the century.

A second very special exhibit was timed with the highly significant bicentennial commemoration of the Battle of 1804. The Raven war helmet and hammer carried into battle against Russian forces by Kiks.ádi war chief K'alyaan were placed together in a custom built museum display case in the visitor center. Along with the helmet and hammer, an original painting by noted artist Louis Glanzman depicting K'alyaan and the battle rounded out the exhibit. The painting proved so popular that fine art prints were developed and made available to visitors. One of the prints was presented to the Lieutenant Governor of Alaska by Kiks.ádi clan leaders and park staff and is now on permanent display in the State Capitol Building.

The exhibits were very cost effective, relying on park-owned or loaned materials and relying on the talents of park resource management and education and interpretation staff for design and installation. These exhibits have provided partnership opportunities, encourage visitation

throughout the year and give the park a creative and flexible way to provide specialized interpretation in the visitor center.

SITK staff have developed a program on stream ecology and present it annually to Sheldon Jackson College fish culture students and to University of Alaska Southeast natural history classes. The park works with students so that they understand how natural stream and river ecosystems function. This gives them a solid background on the elements of these systems and on what needs to be protected to maintain the biological health of natural rivers and streams. Also emphasized were the effects of hatchery operations on adjacent natural systems and the importance of maintaining instream flow to support ecosystem health.

SITK created a new Junior Ranger program booklet this year to help children of all ages who visit here learn about the park's natural, cultural and historical resources. Over 150 children became Junior Rangers this first season, helping to build park stewards for the future.

SITK developed specialized, age-appropriate educational publications for teachers and students requesting information about the park. These park "stories" were sent to over 20 classrooms all over the world in 2004.

SITK continued working collaboratively with IBP holders to maximize efficiency of fee collection and traffic flow in the park visitor center. Through an innovative agreement with tour operators that takes into account unique logistics involved in working with cruise ships, most visitor fees are paid through the tour companies, reducing congestion at the visitor center, allowing visitors to tour the park rather than wait in lines to pay fees and reducing the overall costs of collection.

Management Innovations

SITK chose to contract and outsource work with the \$56,000.00 available from a vacated WG-8 maintenance mechanic position rather than fill the vacancy. The return for that decision was a series of completed projects and services provided by local vendors including: replacement of the boardwalk at the Russian Bishop's House, repair and fill of an excavated easement ditch, inspections of sprinkler heads in park facilities, certifications of alarm systems, repair of government vehicles, maintenance for HVAC and heat pump equipment and service of all heating, plumbing and electrical work. Staff were able to maintain park facilities and equipment in good condition while realizing a savings of \$20,000.00 which was obligated for resource management and visitor service programs.

SITK was able to achieve additional efficiencies through the hard work and discipline of the staff. A new digital environmental control system was installed to gain energy efficiency and reduce utility costs at the Russian Bishop's House. Under-utilized phone lines were identified and disconnected, resulting in savings of \$2,000.00. The P.O. Box contract was canceled and mail delivery initiated, a savings of time and costs estimated at over \$3,000.00. The park instituted better control of accountable property and surplus excess property to minimize costs of storage and handling, an estimated savings of over \$4,000.00. In order to provide some of the much needed law enforcement coverage outside of the summer visitor season, seasonal ranger

hours were adjusted to allow for winter patrols. The park's NPSafe and safety compliance programs were stepped up, resulting in no lost time injuries for the first time in years. Four of the more recent career employees hired at SITK fill subject-to-furlough positions in order to maintain fiscal flexibility.

SITK is pursuing the establishment of a Memorandum of Agreement that would authorize the park to use USGS facilities and property in Sitka. Located in close proximity to the park, USGS buildings would provide badly-needed office space and at the same time, provide housing for employees. SITK has had no employee housing, making seasonal recruitment difficult due to the unavailability of affordable housing during the summer months.

SITK continues to identify and recruit possible sources of outside funding. The Alaska Natural History Association donated over \$2,800.00 in direct support to the park this year which funded training, supported collaborative efforts between the park and community groups, supported National History Day activities, added new resources to the park library and funded interpretive supplies and desktop publishing software directly used to support visitor services.

Environmental Stewardship

SITK has jumped onboard with the City and Borough of Sitka's new recycling program. The park can now recycle almost everything except plastic and has built a recycling shed to separate and collect paper, aluminum and glass before refuse is removed from the grounds. Each park office has established separate containers for recyclables, and trash that must be shipped to landfills out-of-state has been reduced significantly. The park's maintenance division also sorts and consolidates hazardous materials in active participation of a city-wide "segmented waste stream" initiative. The park partnered with the Sitka Tribe of Alaska as well, in a drive to collect and recycle computer electronics. The park was able to divest itself of nearly a dozen non-functional computers, monitors and peripherals with minimal time and effort.

Technology Innovations

SITK increased its ability to use technology to reduce costs. For example, the park historian prepared a Power Point presentation that will be presented over the telephone for a meeting of the Early American Sites Network steering committee, saving travel costs and travel ceiling. Additionally, two staff members have recently received training in desktop publishing and NPS publications standards, allowing the park to produce professional-quality information for visitors in-house, greatly reducing design costs and timeframes.

These are only some of the examples of how this small park is responsibly meeting Congressional expectations and public need. The staff is wholly dedicated and works extremely hard at finding more innovative, economical and environmentally sound methods of supporting the mission of the National Park Service. We are pleased to be able to present this list of our achievements.

STAFFING

Baines	S. Maint Wrkr	WG-5
Bennett	S. Park Ranger	GS-5
Blades	S. Visitor Use	GS-4
Brandt	S. Park Ranger	GS-7
Brewer	PFT IT spec.	GS-9
Cole	S. Park Ranger	GS-5
De Armond	S. Park Ranger	GS-5
Dudgeon	PFT	GS-13
	Superintendent	
East	PSTF Museum	GS-9
	Specialist	
Edenshaw	S. Painter	WG-7
Fish	S. Park Guide	GS-4
Golden	S. Visitor Use	GS-4
Gorman	S. Park Ranger	GS-5
Gormley	S. Park Ranger	GS-5
Griffin G	PFT Chief RM	GS-12
Griffin K	PSTF Historian	GS-11
Hallum	S. Park Ranger	GS-5
Hurtado	S. Office Asst	GS-4
Johnson	PFT Maint	WG-5
	Wrkr	
Kaiser	S. Park Guide	GS-4
LaBounty	S. Biologist	GS-9
Link	S. Office Asst	GS-4
Littlefield	S. Maint Wrkr	WG-5
Matlock	PSTF Ed Spec	GS-9
Paul (NAFEO)	S. Visitor Use	GS-4
Peterson Loren	PFT Maint	WG-5
	Wrkr	
Peterson Lori	S. Visitor Use	GS-5
Poitra	S. Park Guide	GS-4
Roberts C	PFT Chief	GS-11
	Ranger	
Roberts L	PFT Chief	GS-11
	Admin	
Rodgers	PFT Chief	WS-8
	Maint	
Simmons	PFT Chief	GS-11
	Interp	
Smith	PSTF Biologist	GS-11
Thorsen	PFT Curator	GS-11
Wadkins	PFT Lead	GS-9
	Ranger	

Widmark	S. Laborer	WG-3
Wittwer	S. LE Ranger	GS-7

BUDGET

ONPS Base Funding	\$ 1,489,600
80% Fee Revenue	\$ 125,476 (\$74,000 to SEAICC for operations support)
ONPS Project Funding:	
• Cultural Cyclic Maint.	\$ 42,862
• Cyclic Maint.	\$ 111,150
• VIP Program	\$ 2,260
• Collections Mgmt	\$ 26,460
• Cultural Resource Preser	\$ 82,430
• Natural Resource Preser	\$ 9,292
• WASO GIS	\$ 8,897
• Repair/Rehab	\$ 18,100
Donations Income	\$ 2,956
20% Fee Money	\$ 3,500
TOTAL	\$ 1,922,983

Report Prepared By

Greg Dudgeon, superintendent
Gene Griffin, chief, resources division
Clair Roberts, chief ranger
Liz Roberts, chief, administration division
Randy Rodgers, chief, maintenance division
Michele Simmons, chief, interpretation and education division
Bonnie Brewer, IT specialist
Ramona East, museum specialist
Kristen Griffin, historian
Lisa Matlock, education specialist
Geof Smith, biologist
Sue Thorsen, museum curator

APPENDIX A

Battle of 1804 Bicentennial Commemoration
Sitka National Historical Park
October, 2004

October 2004 was the bicentennial anniversary of the Battle of 1804 between the Kiks.ádi clan of the Tlingit and czarist Russians intent on colonizing Alaska. The Battle took place near the mouth of the Indian River in what is now Sitka National Historical Park. Preserving and interpreting the site of this major armed conflict involving Alaska Native people and forces led by Alexander Baranov, Chief Manager of the Russian American Company, are primary purposes of the park.

In the following paragraphs, park Historian Kristen Griffin captures the manner in which this important bicentennial commemoration evolved. For all who were involved in the planning and execution of October's observances, this will remain a seminal event in our professional lives. We will not forget.

Loss, grief and reconciliation are universal human experiences. Regardless of time, place or culture, we all understand the impact that these experiences can have, in some cases passing from generation to generation. Acknowledging grief's impact and providing a means of healing was the basis for the recent bicentennial commemoration of the Battle of 1804 in which the Tlingit Kiks.ádi clan, along with members of affiliated clans, challenged the Russian claim to their homeland on a battleground at Indian River, known today as Sitka National Historical Park.

Longstanding awareness of the approaching anniversary in the Sitka Native community turned to formal planning more than a year ago. The central idea that emerged during meetings with the Kiks.ádi clan leaders was that the commemoration should not just focus on the past and the realities of conflict. Toward this goal, two traditional ceremonies were planned. One ceremony would acknowledge all those who had suffered loss as a result of the battle and provide a means for people to release their grief. The grief ceremony would be followed by a *koo.éex* or potlatch that would be devoted to the spirit of peace and reconciliation.

An important part of the planning was finding someone to represent the Russian side of the conflict. With assistance from the Southeast Alaska Indian Cultural Center, historians from the Library of Congress and the Center for North American Studies in Russia, the park facilitated the participation of a direct descendant of Alexander Baranov, Chief Manager of the Russian American Company in 1804 and a central figure in the battle and Russian colonization of Alaska. Irina Afrosina, who traces her family through Baranov's second wife, a Kodiak Native, accepted the clan's invitation and traveled from Moscow to attend the events.

An initial meeting between Ms. Afrosina and clan leaders took place at the park visitor center on October 1st, the day before the grief ceremony. The leaders welcomed their guest and each spoke about their clan history. Ms. Afrosina spoke of Baranov's earlier two peacemaking efforts, which were underscored with symbolic gifts that are well known today: a double headed eagle medal (now in the Alaska State Museum) given to the Kiks.ádi in 1805 shortly after the battle, and a

remarkable brass ceremonial hat known as the Peace Hat given to the Kiks.ádi in the 1830s and repatriated to the clan from the American Museum of Natural History last July. Noting that Russian culture favors things in threes, Ms. Afrosina observed that this third peacemaking would surely result in “a forever peace.”

The grief ceremony was held at the park’s Fort Site, a grassy clearing identified as the approximate location of the fort that the Kiks.ádi built in anticipation of the battle. The only structure now present on the site is a traditionally carved totem pole raised in 1999 in honor of K’alyaan, the Kiks.ádi warrior who led the clan in the 1804 battle.

Eagle and Raven clan members, seated opposite each other according to the ancient principles of Tlingit society, witnessed the display of important Eagle and Raven clan property, *at.oow*, including K’alyaan’s Raven helmet (loaned by the Sheldon Jackson Museum) and the blacksmith hammer he carried into battle. At the start of the ceremony, a heavy ermine robe offered as protection was placed on Ms. Afrosina’s shoulders and she was seated with the Raven clans. The mood was somber and reflective as the Kiks.ádi participants, dressed in traditional regalia and with subtle blackened tears or lines on their faces sang mourning songs.

One by one, other clans from Sitka and surrounding communities came forward to speak or sing, making it clear that the effects of the battle reached deeply into the Tlingit community. Toward the end of the ceremony, children of the opposite moiety were called forward to remove the black marks from the faces of the Kiks.ádi clan, symbolizing the end of grief. After the ceremony the community was welcomed at the park visitor center for a meal and presentations.

A very different mood marked the reconciliation potlatch the next day. As with the grief ceremony, people were seated according to their Raven or Eagle affiliation, with special areas reserved for clan leaders and Aleut guests. Priceless objects testifying to clan history and identity were displayed at either end of the room. Starting at noon, the event continued through the night with a constantly changing slate of events. Some were serious, including speeches, a naming ceremony, the return of a ceremonial hat, and a formal peace ceremony marked by a symbolic release of eagle down. Others were lively and uplifting, including recognition of elders and community leaders, prayers and reminiscences, gift giving, two separate meals, and dance performances.

At one point in the ceremony, Irina Afrosina and the Kiks.ádi clan leaders met, made speeches and exchanged gifts. Ray Wilson, leader of the Kiks.ádi clan, had earlier described the process of reconciliation as something that does not flow into the heart from outside. Rather it begins in the heart and spreads outward. That spirit was evident when the modern day descendants of both K’alyaan and Baranov warmly and respectfully greeted each other in front of a table on which K’alyaan’s famous Raven helmet and hammer lay next to the medal and ceremonial hat Baranov once offered to the Kiks.ádi in peace.